ICHIA TECHNOLOGIES, INC.

Minutes of the 2026 Annual General Meeting

Date: June 16, 2026 (Tuesday), 9:00 a.m.
Location: No. 268, Huaya 2nd Rd., Guishan Dist., Taoyuan City (1st Floor Meeting Room of the Company)
Meeting Method: Physical Shareholders' Meeting

Attendance: Shares represented by attending shareholders and proxies amounted to 219,492,858 shares (including 66,175,780 shares exercised via electronic voting), representing 71.37% of the total 307,536,533 issued shares after deducting 0 non-voting shares. The quorum was met. The attending directors included Chairman Huang Chiu-Yung, Director Huang Li-Lin, Director Tseng Kung-Sheng, Independent Director Huang Chin-Ming (Convener of the Audit Committee), and Independent Director Hsu Wan-Lung, totaling 5 directors, which exceeded half of the 7 board seats.

Attendees: CPA Hsieh Ming-Chung from Deloitte & Touche
Chairman: Huang Chiu-Yung
Recorder: Huang Yen-Hsiang

I. Call to Order

The aggregate shareholding of the attending shareholders constituted a quorum. The Chairman called the meeting to order according to the law.

II. Chairperson's Opening Remarks

(Omitted)

III. Reports

(1) 2025 Annual Business Report
(2) 2025 Audit Committee Review Report
(3) Report on the Allocation of Employee Compensation and Director Remuneration for 2025
(4) Report on Director Remuneration Received for 2025
(5) Report on the Payment of Cash Dividends from the 2025 Earnings Distribution
(6) Report on Treasury Share Buyback Execution
(7) Report on Corporate Bond Issuance

IV. Ratification Matters

Proposal No. 1 (Submitted by the Board of Directors)

- **Subject:** Ratification of the 2025 Annual Business Report and Financial Statements
- **Description:**

【1】 The Company's 2025 separate financial statements and consolidated financial statements have been audited by CPAs Hsieh Ming-chung and Liu Shu-lin of Deloitte & Touche, who have issued an unqualified opinion report. Together with the Business Report, these documents have been reviewed and approved by the Audit Committee.

【2】 The 2025 Business Report, CPA audit report, and financial statements are attached as Annex 1 and Annex 4. (Please refer to handbook.)

【3】 Submitted for shareholders' ratification.

- **Shareholder Questions:** None.
- **Resolution:** Voting results are as follows:

Attending shareholders' voting rights (including electronic voting): 219,489,858 rights.

Voting Method	On-site Voting	Electronic Voting	Total	Percentage
Votes in Favor	153,284,077	36,095,764	189,379,841	86.28%
Votes Against	0	9,899	9,899	0.00%
Invalid Votes	0	0	0	0.00%
Abstained/Uncast	30,001	30,070,117	30,100,118	13.71%

The proposal was approved as proposed after voting by attending shareholders.

Proposal No. 2 (Submitted by the Board of Directors)

- **Subject:** Ratification of the 2025 Earnings Distribution Proposal
- **Description:**

【1】 The 2025 Earnings Distribution Proposal was approved by the Board of Directors on March 11, 2026. The earnings distribution statement is provided in Annex 5. (Please refer to handbook.)

【2】 Submitted for shareholders' ratification.

- **Shareholder Questions:** None.
- **Resolution:** Voting results are as follows:

Attending shareholders' voting rights (including electronic voting): 219,489,858 rights.

Voting Method	On-site Voting	Electronic Voting	Total	Percentage
Votes in Favor	153,284,077	36,227,006	189,511,083	86.34%

Voting Method	On-site Voting	Electronic Voting	Total	Percentage
Votes Against	0	15,887	15,887	0.00%
Invalid Votes	0	0	0	0.00%
Abstained/Uncast	30,001	29,932,887	29,962,888	13.65%

The proposal was approved as proposed after voting by attending shareholders.

V. Election Matters

- **Subject:** General Re-election of Directors (Submitted by the Board of Directors)
- **Description:**

【1】 The terms of the Company's current directors (including independent directors) expire on June 19, 2026. Pursuant to applicable laws and regulations, a general re-election is to be conducted at the 2026 Annual General Meeting.

【2】 In accordance with the Articles of Incorporation, 7 directors are to be elected (including 3 independent directors), using the candidate nomination system.

【3】 Newly elected directors shall take office immediately upon conclusion of the Annual General Meeting. Their term shall run from June 16, 2026, to June 15, 2029. The terms of the current directors shall expire upon completion of this General Meeting.

【4】 The list of director (including independent director) candidates, which has been reviewed and approved by the Board of Directors, is provided in Annex 6. (Please refer to handbook.)

【5】 This election shall be conducted in accordance with the Company's Director Election Procedures, provided in Appendix 1. (Please refer to handbook.)

【6】 Submitted for shareholders' vote.

- **Shareholder Questions:** None.
- **Election Results:** List of elected directors for 2026:

Category	ID / Passport No.	Name	Elected Votes
Director	1	Huang Chiu-Yung	311,398,307
Director	3	Huang Li-Lin	192,267,547
Director	50641	Huang Tzu-Hsuan	159,240,571
Director	125404	Tseng Kung-Sheng	168,925,913

Category	ID / Passport No.	Name	Elected Votes
Independent Director	J120****90	Hsu Wan-Lung	165,681,777
Independent Director	V120****42	Hsu Yu-Tung	159,727,455
Independent Director	R122****12	Liu Zhi-Hong	159,789,402

VI. Discussion Matters

Proposal No. 1 (Submitted by the Board of Directors)

- **Subject: Proposal to Amend Certain Provisions of the Articles of Incorporation**
- **Description:**

【1】The Company proposes to amend certain provisions of the Articles of Incorporation pursuant to Article 14, Paragraph 6 of the Securities and Exchange Act.

【2】A comparison table of the Articles of Incorporation before and after amendment is provided in Annex 7. (Please refer to handbook.)

【3】The provisions before amendment are provided in Appendix 2. (Please refer to handbook.)

【4】Submitted for shareholders' discussion and resolution.

- **Shareholder Questions:** None.
- **Resolution:** Voting results are as follows:

Attending shareholders' voting rights (including electronic voting): 219,489,858 rights.

Voting Method	On-site Voting	Electronic Voting	Total	Percentage
Votes in Favor	153,284,077	36,153,479	189,437,556	86.30%
Votes Against	0	12,304	12,304	0.00%
Invalid Votes	0	0	0	0.00%
Abstained/Uncast	30,001	30,009,997	30,039,998	13.68%

The proposal was approved as proposed after voting by attending shareholders.

Proposal No. 2 (Submitted by the Board of Directors)

- **Subject:** Proposal to Issue Restricted Stock Awards to Employees

- **Description:**

【1】The Company proposes to issue restricted stock awards to employees pursuant to Article 267, Paragraph 9 of the Company Act and the relevant provisions of the Regulations Governing the Offering and Issuance of Securities by Issuers. The 2026 Restricted Stock Award Plan is provided in Annex 8. (Please refer to handbook.)

【2】Details of the issuance are as follows:

1. Total Issuance

   The maximum number of restricted shares to be issued under this plan is 5,000,000 common shares, with a par value of NT$10 per share, for a total of NT$50,000,000. The shares may be issued in one or more tranches within two years from the date the regulatory authority's notice of approval becomes effective. The actual issuance date(s) shall be determined by the Chairperson as authorized by the Board of Directors.

2. Terms and Conditions of Issuance

   (1) Issue Price: NT$10 per share.

   (2) Vesting Conditions:

   An employee must remain employed for at least one full year following the subscription of restricted shares, must not have violated confidentiality or other restrictive covenants during such period, and must have achieved the specified corporate and individual performance targets, in order to vest in 100% of the shares.

   ①Corporate Performance Target: Annual revenue or pre-tax profit for the most recent fiscal year (as audited and certified by a CPA) must have increased by at least 10% compared to the prior year.

   ②Individual Performance Target: The employee's annual performance evaluation and work results must have achieved an individual performance rating of 'B' or above as defined by the Company.

   (3) Type of Shares: Common shares of the Company.

   (4) Treatment of Unvested Shares and Inheritance:

   ① If an employee fails to meet the vesting conditions, the Company shall repurchase the restricted shares at the issue price and cancel them in accordance with applicable law.

   ② In the event of general separation from service (including voluntary resignation, termination, severance, retirement, or death) during the vesting period, the employee's vesting rights shall lapse as of the date of such event. Restricted shares subscribed but not yet vested shall be repurchased by the Company at the issue price and cancelled.

   ③ An employee on approved leave of absence during the vesting period shall have his or her rights restored as of the date of return to work; however, the vesting period shall be extended by the duration of such leave.

   ④ If an employee becomes physically disabled due to an occupational accident and is unable to continue employment during the vesting period (including death in the line of duty), any unvested restricted shares shall be deemed to have satisfied all vesting conditions as of the effective date of separation or the date of death.

3. Employee Eligibility and Maximum Subscribable Shares

(1) Eligible employees are those employed by the Company and its domestic or overseas subsidiaries or affiliates who meet specified performance criteria. The actual list of eligible employees and the number of shares each may subscribe shall be determined by the Chairperson after taking into account factors such as length of service, job grade, work performance, overall contribution, special merit, and other relevant management considerations. For employees with managerial status, the matter must first be submitted to the Compensation Committee for approval; for non-managerial employees, it must first be submitted to the Audit Committee for approval — both before final approval by the Board of Directors.

(2) The cumulative number of shares that may be subscribed by a single employee under employee stock warrants issued pursuant to Article 56-1, Paragraph 1 of the Regulations Governing the Offering and Issuance of Securities by Issuers, plus the cumulative number of restricted shares received by the same employee, may not exceed three-thousandths (3/1000) of the Company's total issued shares. Furthermore, such aggregate amount, when combined with shares that may be subscribed under employee stock warrants issued pursuant to Article 56, Paragraph 1 of the same Regulations, may not exceed 1% of the Company's total issued shares. Exceptions apply if approved by the competent authority of the relevant industry.

4. Purpose of This Restricted Stock Award Plan

The purpose is to attract and retain professional talent, foster employee commitment and loyalty, achieve the Company's operational goals and ESG objectives, and create value for the Company and its shareholders.

5. Potential Expense Recognition, EPS Dilution, and Impact on Shareholders' Equity

(1) Estimated Expense: The maximum number of restricted shares to be issued is 5,000,000, at NT$10 per share. Assuming all vesting conditions are met and based on the closing price of NT$51.4 per share on March 11, 2026, the total estimated expense to be recognized is NT$207,000 thousand, to be recognized over the vesting period as follows: NT$17,250 thousand (2026, based on approximately 2 months); NT$103,500 thousand (2027); and NT$86,250 thousand (2028, based on approximately 10 months).

(2) EPS Dilution: As of March 10, 2026, the total number of issued shares was 307,536,533. The proposed restricted shares represent approximately 1.63% of total issued shares. The estimated EPS dilution is approximately: NT$0.06 per share (2026, based on approximately 2 months); NT$0.34 per share (2027); and NT$0.28 per share (2028, based on approximately 10 months).

(3) Other Impact on Shareholders' Equity: No material adverse impact on shareholders' equity is anticipated.

【3】Submitted for shareholders' discussion and resolution.

- **Shareholder Questions:** None.
- **Resolution:** Voting results are as follows:

Attending shareholders' voting rights (including electronic voting): 219,489,858 rights.

Voting Method	On-site Voting	Electronic Voting	Total	Percentage
Votes in Favor	153,284,077	35,355,528	188,639,605	85.94%

Voting Method	On-site Voting	Electronic Voting	Total	Percentage
Votes Against	0	766,552	766,552	0.34%
Invalid Votes	0	0	0	0.00%
Abstained/Uncast	30,001	30,053,700	30,083,701	13.70%

The proposal was approved as proposed after voting by attending shareholders.

Proposal No. 3 (Submitted by the Board of Directors)

- **Subject:** Proposal to Release Newly Elected Directors from Non-Competition Restrictions
- **Description:**

【1】Pursuant to Article 209 of the Company Act: 'A director who, on his or her own behalf or on behalf of another person, engages in any business activity that falls within the scope of the Company's business shall explain to the shareholders' meeting the material particulars of such activity and obtain the shareholders' approval.'

【2】In order to leverage the expertise and relevant experience of the Company's directors, it is proposed that the shareholders approve the release of the newly elected directors from non-competition restrictions. The list of directors proposed for such release is provided in Annex 9. (Please refer to handbook.)

【3】Submitted for shareholders' discussion and resolution.

- **Shareholder Questions:** None.
- **Resolution:** Voting results are as follows:

Attending shareholders' voting rights (including electronic voting): 219,489,858 rights.

Voting Method	On-site Voting	Electronic Voting	Total	Percentage
Votes in Favor	153,284,077	34,980,766	188,264,843	85.77%
Votes Against	0	1,178,828	1,178,828	0.53%
Invalid Votes	0	0	0	0.00%
Abstained/Uncast	30,001	30,016,186	30,046,187	13.68%

The proposal was approved as proposed after voting by attending shareholders.

VII. Miscellaneous Motions

After the Chairman inquired with all attending shareholders, no extemporary motions or questions were raised.

VIII. Adjournment

The Chairman declared the meeting adjourned at 9:27 a.m. on the same day, which was approved without objection by all attending shareholders.